

THE PETROLEUM V. NASBY CORPORATION  
Commercial FM Broadcast Station WSWR  
47 East Main Street  
Shelby, Ohio 44875

ORIGINAL

APR 30 3 34 PM '90

April 26, 1990

RECEIVED

AUD. SERVICES

APR 27 1990

Donna R. Searcy  
Secretary  
Federal Communications Commission  
1919 M Street, N.W.  
Washington, DC 20554

Federal Communications Commission  
Office of the Secretary

Dear Ms. Searcy:

Re: The Petroleum V. Nasby Corporation  
Commercial FM Broadcast Station WSWR  
Shelby, Ohio  
File No. BRH-890601VB

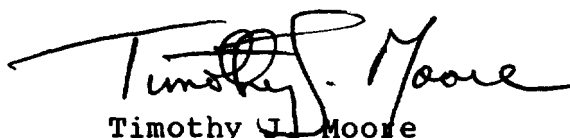
The Petroleum V. Nasby Corporation, licensee of commercial FM broadcast station WSWR, Shelby, Ohio, and applicant for renewal of that license, herewith amends its pending application for renewal of license to report that on March 21, 1990, Thomas L. Root resigned as an officer and director of the corporation.

The licensee anticipates appointing a new director and corporate secretary at its annual shareholders meeting and annual directors meeting on May 19, 1990. Filed contemporaneously herewith is a Form 323 Ownership Report, modifying the Form 323 Ownership Report filed with the licensee's renewal application.

The firm of Thomas L. Root, P.C., no longer represents the licensee. Until the Commission is notified that the licensee has new legal counsel, please communicate directly with the undersigned.

This amendment was prepared under direction of the undersigned.

Respectfully submitted,

  
Timothy J. Moore  
President and General  
Manager

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MAY 1 1990

FM EXAMINERS

Federal Communications Commission  
Washington, D.C. 20554

10-1-89

93-135

Approved by OMB  
3060-0113  
Expires 9/30/90

BROADCAST EQUAL EMPLOYMENT

# CERTIFICATION

This report must be certified, as follows:

A. By licensee, if an individual;

The purpose of this document is to remind broadcast station licensees of their equal employment opportunity responsibilities and to provide the licensee, the FCC and the public with information about whether the station is meeting these requirements.

## GENERAL POLICY

A broadcast station must provide equal employment opportunity to all qualified individuals without regard to their race, color, religion, national origin or sex in all personnel actions including recruitment, evaluation, selection, promotion, compensation, training and termination.

A broadcast station must also encourage applications from qualified minorities and women for hiring and promotion to all types of jobs at the station.

## I. RESPONSIBILITY FOR IMPLEMENTATION

A broadcast station must assign a particular official overall responsibility for equal employment opportunity at the station. That official's name and title are:

NAME Timothy Moore TITLE General Manager, President

is also the responsibility of all persons at a broadcast station making employment decisions with respect to recruitment, evaluation, selection, promotion, compensation, training and termination of employees to ensure that no person is discriminated against in employment because of race, color, religion, national origin or sex.

## II. POLICY DISSEMINATION

A broadcast station must make effective efforts to make management, staff, and prospective employees aware that it offers equal employment opportunity. The Commission considers the efforts listed below to be generally effective. Indicate each practice that your station follows. You also may list any other efforts that you have undertaken.

☒ Notices are posted informing applicants and employees that the station is an Equal Opportunity Employer and that they have the right to notify an appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.

☒ Our station's employment application form contains a notice informing prospective employees that discrimination because of race, color, religion, national origin or sex is prohibited and that they may notify the appropriate local, State, or Federal agency if they believe they have been the victims of discrimination.

☐ We seek the cooperation of the unions represented at the station to help implement our EEO program and all union contracts contain a nondiscrimination clause.

No unions are represented at the station

☐ Other (specify)

## III. RECRUITMENT

A broadcast station must make efforts to attract qualified minority and women applicants for all types of jobs at the station whenever vacancies occur.

Indicate each practice that your station follows and, where appropriate, list sources and numbers of referrals.

☒ When we place employment advertisements with media some of such advertisements are placed with media which have significant circulation or viewership, or are of particular interest to minorities and women in the recruitment area. Examples of media utilized during the past 12 months and the number of minority and/or women referrals are:

	Number of Referrals	
	Minority	Women
<u>Advertisements on Radio Station WSWR</u>	<u>0</u>	<u>4</u>
<u>Mansfield News-Journal</u>	<u>1</u>	<u>2</u>
<u>or Shelby Globe</u>		



Recruit prospective employees from educational institutions, including area schools and colleges with minority and women enrollments. Educational institutions contacted for recruitment purposes during the past 12 months and the number of minority and/or women referrals are:

Educational Institution	Number of Referrals	
	Minority	Women
Bowling Green State University	0	2
Pioneer Joint Vocational School	0	0
North Central Technical School	0	0



#### Ashland College

Contact a variety of minority and women's organizations to encourage the referral of qualified minority and women applicants whenever job vacancies occur. Examples of such organizations contacted during the past 12 months are:

Organization	Number of Referrals	
	Minority	Women
None during relevant period		



We encourage present employees to refer qualified minority and women candidates for job openings. The number of minority and/or women referrals are:

Minority	Women
0	1



Other (specify) and the number of minority and/or women referrals are:

Minority	Women

This section is optional:

As an alternative to MSA or county labor force data, you may use other data that more accurately reflect the percentages of women and minorities in the labor force available to your station. If such alternative data are used, that data must be submitted on the table below and an explanation attached as to why they are more appropriate.

Percentage in the Labor Force	Women	Blacks not of Hispanic Origin	Asian or Pacific Islanders	American Indians or Alaskan Natives	Hispanics

The above information is for:

☐

M.S.A.

☐

City

☐

County

☐

Other (specify)

## VII. COMPLAINTS

You must provide here a brief description of any complaint which has been filed before any body having competent jurisdiction under Federal, State, territorial or local law, alleging unlawful discrimination in the employment practices of the station including the persons involved, the date of filing, the court or agency, the file number (if any), and the disposition or current status of the matter. Examples of such jurisdiction may include the Equal Employment Opportunity Commission, state and local equal opportunity commissions, or other appropriate agencies.

None since station commenced operation in December 1981

## VIII. OTHER INFORMATION

You may also describe other information that you believe would allow the FCC to evaluate more completely your efforts in providing equal opportunity in employment at your station. Submission of such information is optional. Among the additional information you may choose to provide are:

Any training programs the station has undertaken that are designed to enable minorities and women to compete in the broadcast employment market including, but not necessarily limited to, on-the-job training and assistance to students, schools or colleges. The station, as a member of the North Central Ohio Broadcasters Association, hosted a minority female broadcast intern from September 1988 through June 1989. The station will continue to participate in the NCOBA intern program.

Any problems the station has experienced in assuring equal employment opportunity, or attracting qualified minority and women candidates for employment or promotion.

The minority population in the MSA is concentrated in Mansfield city, about 12 miles from the station. Minority population in the MSA outside the city is sparse. The station's sole minority applicant during\* Any efforts the station has undertaken or will undertake to promote equal opportunity in its employment and to encourage applications from minorities and women.

\*the relevant period was the most desirable candidate for the position (a sales position), but withdrew from consideration, preventing the station from hiring him.